

## **Notes from The ECOP HealthyWorkplace Strategy Breakout Session MCH Conference**

*State Updates from Jennifer Dellaport Breastfeeding Specialist, CDPHE*

### **Employer Compliance:**

State 2008 Workplace Accommodation for Nursing Mothers law and the Federal law (2010) require employers provide time and a place (other than a toilet stall) for nursing employees

Colorado law offers more protections and therefore supersedes fed law

CO: Up to age 2 (fed: 1 year), employers w/ one or more employees (feds language describes if fewer than 50 employees not subject to FLSA break time if compliance is an undue hardship – difficult or costly)

Employers are not required under the FLSA to provide breaks to nursing mothers who are exempt (salaried) so it really applies to hourly employees

Re: Employer compliance...I have two observations; nothing based on surveyed data:

From my experience talking w/ employers

- 1) they are aware of the Fed but not the state law
- 2) they want to comply and don't know how to make it work (need TA)

This is a call for assistance...

### **Resources of COBFC and CDPHE**

3 years ago **hosted Business Case for Breastfeeding training** – curriculum of USDHHS

Trained ~ **120 people state wide** to provide the training and/or be outreach workers.

If agencies decide to reach out to employers, contact me to learn if someone in your community participated in training.

Both COBFC /CDPHE have **websites** for additional resources.

Visit CDPHE Breastfeeding Essentials website at [www.breastfeedcolorado.com](http://www.breastfeedcolorado.com) workplace tab (copies of the laws and links to Colorado Dept of Labor and Employment to direct employers and employees).

COBFC – [www.cobfc.org](http://www.cobfc.org) for viewing 3 Colorado YouTube Video vignettes: 1) for employers, 2) info about Colorado law, 3) 2 for mothers (one in Spanish)

Pocket cards to drive to people to videos. Email me if want more.

COBFC has some resources in its budget to reach out to employers and is strategizing now on how to best use it.

### **PSD Workplace Nursing Accommodation**

CDPHE discussing how we can better integrate workplace lactation accommodation into the worksite wellness activities.

CO mothers should not have to inform employers about law nor have to advocate for themselves

***Local Public Health Agencies' networking, sharing, and small group activities***

Your questions of the day:

Question #1: What is your most significant achievement or immediate goal?

Responses

- Established Partnership with worksite wellness committee's (Weld)
- Identifying important community partners
- Formed BF Task Force (Karla, Danace, Diana, MCHD)
- To help teen mothers help their children develop healthy habits (Laure, BCPH)
- Funding to support BF Coalition (Boulder)
- Assess Workplace compliance with lactation support-assess employers' knowledge (Sue, Lincoln County)

Question #2: What is challenging you that you need help with?

Responses

- Resources for rural communities (Kit Carson)
- Sustainable Funding
- Ways to engage employers/business HR departments (Weld)
- Finding ways to motivate interest and providing resources for shopping and cooking classes
- Best approach to business owners/managers (Karla, Danace, Diana, MCHD)
- Media Messages for newspapers mostly (Sue, Lincoln County)

\*Tracy and I grouped all of the similar achievements and challenges into three topics:

1. Partnerships
2. Funding
3. Employer Engagement and Recruitment

\*The group was asked to self select their topic of choice and follow the instructions below to facilitate a discussion around that specific topic.

Step #1: Look at all the cards

Step #2: Discussion questions to consider as you network

1. What is your first reaction to the challenges?
2. What is your first reaction to the achievements?
3. What are some possible solutions to the challenge to make it an achievement?
  - What critical steps are necessary to achieve the proposed solution?
4. Who would be your best allies related to this specific challenge/achievement?
5. What/who are potential barriers related to this specific challenge/achievement?
6. How would you know when the challenge becomes an achievement?
7. What do you feel contributed to the success of the achievement?
8. How could the current achievement be maximized?

\*After a 10 minute discussion, the participants could stay in their current conversation or switch groups to talk about a different topic.

\*We displayed your responses to the questions below on the wall and the group was asked to get up and chat with their colleagues about the presented resources and partners.

Questions #3: What is the most helpful resource you know about?

- WIC and CSU Extension
- Toolkit for CDPHE Learning Circle (Sue, Lincoln)
- Chamber of Commerce Human Resources Association (MCHD)
- WIC (Weld County)

Question #4: What non-traditional partner do you work with or intend to engage?

- Mental Health and Nursing Programs
- Fast Food Industry (Danace, Karla, Diana, MCHD)
- WIC (Sue Kelly, Lincoln)
- Local grocers and restaurants
- Moms/parents

### ***Most Valuable Takeaways from the session***

- Accommodate employees and the public
- Find the right decision makers (corporations and franchises)
- Partners with different values
- Empower Mom's to advocate
- Incorporating BF into WW is important
- Rx note
- Mention benefits to employers (decreased absenteeism, return on investment, etc)
- Leave the law last
- Approach employer as customer

### ***Resources Created by CDPHE to support this strategy***

#### ***Healthy Worksites***

#### **Tool C2: Worksite Wellness Pre-Training Assessment**

**Tool D2: Worksite Wellness in the Workplace Toolkit-** This is a quick reference and resource guide for Local Public Health Agency Maternal and Child Health Programs. This toolkit explains the importance of investing in worksite wellness, benefits, Colorado's Worksite Wellness Framework, and the steps to build a comprehensive program. There are also several additional resources and examples included for further guidance.

#### **Tool E2: Worksite Wellness Post-Training Assessment**

#### ***Breastfeeding in the Workplace***

There are several tools available for reference to assist with implementation of "Breastfeeding in the Workplace". These tools include:

**Tool A: Nursing Mothers Accommodations, Community Awareness, Compliance, & Recruitment Tool**

**Tool B: Promoting Workplace Wellness through Breastfeeding Support**

**Tool C1: Accommodations for Nursing Mothers Pre-Training Assessment**

**Tool D1: Business Case for Breastfeeding Toolkit**

**Tool E1: Accommodations for Nursing Mothers Post-Training Assessment**

**Tool G: Lactation Program Assessment Form**

**Tool H1: Breastfeeding Employer Power Point Presentation**

**\*Tool F: Post Coaching Experience Assessment is for use of both the Healthy Worksites and Breastfeeding in the Workplace Components.**

*If you would like to receive these resources please contact us:*

***Contact Information***

Jodi Birkofer

Early Childhood Obesity Prevention Projects Coordinator

Colorado Department of Public Health and Environment

303.692.2608 / [jodi.birkofer@state.co.us](mailto:jodi.birkofer@state.co.us)

Jennifer Dellaport MPH, RD

Breastfeeding Specialist

Colorado Department of Public Health and Environment

[Jennifer.dellaport@state.co.us](mailto:Jennifer.dellaport@state.co.us)

Tracy Miller, MSPH, RD

Early Childhood Obesity Prevention Specialist

Colorado Department of Public Health and Environment

(303) 692-2347/ [Tracymarie.miller@state.co.us](mailto:Tracymarie.miller@state.co.us)